

Workshop no 1 part 1 Plan

Session Title: Designing Inclusive Training Programmes

Duration: 3 Hours 30 Minutes (including a 30-minute break)

Target Audience: VET Teachers

Session Outcomes:

1. Understand the Key Concepts of Transformative Education – Participants will gain a foundational understanding of transformative education, its principles, and its role in fostering critical thinking, social responsibility, and lifelong learning.
2. Identify the Core Competencies for Transformative Teaching – Attendees will explore essential skills and competencies required for educators to implement transformative learning approaches, including student engagement, reflective practices, and active learning strategies.
3. Analyze the Role of Educators in Facilitating Change – Participants will reflect on their role as facilitators of change in education, understanding how they can create inclusive, participatory, and meaningful learning experiences.
4. Develop Practical Strategies for Implementation – Learners will discuss and design actionable strategies to incorporate transformative education methods into their own teaching or training environments, fostering deeper engagement and real-world application.

Materials Needed:

- Interactive whiteboard or projector to present ppts and to present Methodological guide (could be also printed version)
- Sticky notes and pens
- Name tags for participants
- Handouts summarizing key principles and strategies

Session Outline:

1. Introduction (15 minutes):

Icebreaker: Bucket list (Introduce the Activity: Explain that a bucket list is a list of experiences, goals, or achievements someone hopes to accomplish in their lifetime. Ask each participant to think of 2-3 things they would like to do in their lifetime. They can relate to travel, personal achievements, learning new skills, or adventurous activities. Participants take turns sharing their bucket list items with the group. Encourage follow-up questions or discussions about common interests).

Overview of inclusive training principles (Slides 4-9 and Handout 1: Key Concepts of Transformative Education)

2. Theoretical Part (30 minutes):

Mini-lecture on inclusive education, integration, and VET role (Slides 10-16)

Group discussion

3. Practical Part (45 minutes):

Activity : Understanding Migration & Multiculturalism (Slides 17-19, Handout 1: Understanding Migration & Multiculturalism (Practical Activity))

Participants individually reflect on and write down a short answer to:

How has migration shaped your country or local community?

Have you ever had direct contact with migrants or culturally diverse communities? What was your experience?

Small group discussion (3–4 people) to share reflections and find common themes.

4. Break (30 minutes)

5. Theoretical Part (45 minutes):

Strategies for Inclusive VET Educationv (Slides 21-22, handsout 1: Strategies for Inclusive VET Education)

Online support fostering integration (Slides 23-25)

6. Test and Reflection (15 minutes):

Quiz: 5 multiple-choice questions

Reflection: feedback

Handout 1:

Key Concepts of Transformative Education

Definition & Principles:

Transformative education aims to foster critical thinking, social responsibility, and lifelong learning by encouraging active participation, reflection, and engagement.

Core Principles:

- Learner-Centered Approach – Encouraging students to take ownership of their learning.
- Critical Reflection – Challenging existing beliefs and assumptions.
- Social Justice Orientation – Promoting equity, diversity, and inclusion.
- Active Learning – Using interactive, problem-solving methods.

Role of VET in Transformative Education:

- Equipping learners with skills for an evolving job market.
- Encouraging adaptability, creativity, and inclusivity.
- Addressing social and cultural challenges in education.

Understanding Migration & Multiculturalism (Practical Activity)

Discussion Prompts:

1. How has migration shaped your country or local community?
2. Have you had direct contact with migrants or culturally diverse communities? What was your experience?
3. What are common challenges in integrating migrants into education and the workforce?
4. How can educators foster multicultural awareness and inclusion?

Key Learning Points:

Migration is a major force shaping modern Europe.

Social inclusion is essential for creating equitable educational environments.

Educators play a key role in fostering sensitivity and responsiveness to diversity.

Strategies for Inclusive VET Education

Best Practices for Inclusive Teaching:

Culturally Responsive Teaching – Adapt content and teaching styles to diverse backgrounds.

Collaborative Learning – Encourage peer-to-peer support and knowledge exchange.

Flexible Learning Approaches – Provide alternative assessment methods and resources.

Digital Tools for Inclusion – Use e-learning platforms, translation tools, and virtual collaboration.

Online Support Strategies:

Virtual Mentorship & Peer Networks – Connecting students with mentors from diverse backgrounds.

Multilingual Resources – Providing materials in different languages to support learners.

Blended Learning – Combining in-person and online learning for accessibility.

Handout 2:

Checklist for Designing Inclusive Training Materials

Use this checklist to ensure your training materials are inclusive:

Language and Clarity:

- ☐ Use straightforward, easy-to-understand language
- ☐ Clarify technical terms and acronyms

Multiple Formats:

- ☐ Offer materials in text, audio, and video formats
- ☐ Ensure compatibility with assistive technologies

Accessibility:

- ☐ Choose high-contrast visuals and legible fonts
- ☐ Include captions and transcripts

Cultural Sensitivity:

- ☐ Reflect diverse groups in examples and images
- ☐ Avoid content that may be offensive or exclusionary

Engagement and Interaction:

- ☐ Provide different ways for learners to engage
- ☐ Foster peer support and collaborative learning

Feedback and Improvement:

- ☐ Provide learners with ongoing feedback
- ☐ Gather suggestions for enhancing the materials